

# pRide

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of Personnel Administration (OPA)

JUNE/JULY 1993

## "WE'RE STATE EMPLOYEES . . . AND WE CARE!"

The 1993 State Employee Charitable Appeal Committee convened on June 8 at the Arnold Conference Center, MHRH, to begin planning the campaign for this fall. Campaign Coordinators and Loaned Executives from last year, along with some newly appointed coordinators and other volunteers shared their experiences and impressions of the 1992 Appeal, and voiced their expectations for this year.



Dr. Americo Petrocelli, Commissioner of Higher Education, is chairing the 1993 SECA.

Dr. Americo Petrocelli, Commissioner of Higher Education and Chairman of the 1993 SECA, exhorted everyone to maintain the levels of energy and enthusiasm which fueled the extraordinary success last year — \$498,169, which is 14% over the 1991 campaign, and 8% more than the previous record of \$458,000 in 1988.

"We're state employees . . . and we care!" said Dr. Petrocelli. He also reminded everyone to never lose sight of the ultimate purpose of the Appeal: "to bring help and hope to people in need here in Rhode Island, across the nation and around the world."

To learn how you can be involved in this year's SECA, call Campaign Director Alan Axelrod at 521-9000.

## FISCAL ANALYST KATHY BELLO INSTALLED PRESIDENT OF PC MAL BROWN CLUB



Kathleen Bello

Kathleen A. Bello, a fiscal analyst at the Rhode Island General Assembly and a 1975 graduate of Providence College, was recently installed 1993-1994 President of the Mal Brown Club, the Greater Providence Chapter of the Providence College Alumni Association, at the Club's Annual Awards Dinner.

Ms. Bello succeeds outgoing President Jay G. Conway, Class of '76. She served as Vice President of the Mal Brown Club under Conway's 1992-93 Presidency.

"I am truly honored to have been elected President of the Mal Brown Club," said Ms. Bello. "My goal for the next year is to continue the successful work of my predecessors, especially outgoing President Jay Conway. I welcome the challenge and look forward to a wonderful year." A Senior Legislative Budget Analyst for the House Fiscal Advisory Staff, Ms. Bello has worked for the General Assembly for 20 years. She currently participates in the final formulation of the annual budget for the Rhode Island Departments of Elementary Secondary Education and Higher Education, including review, analysis and reporting on the proposed budget to the House Finance Committee.

Ms. Bello is also Co-Chair of the Vice President's Club of the Providence College Annual Alumni Fund, the major money raising effort for Providence College.

Named in honor of Malcolm H. Brown, a trainer with the Providence College football team in the 1930s who died in 1939 at the age of 34, the Mal Brown Club was officially recognized in 1956 by the Providence College Alumni Association as the Greater Providence Alumni Chapter.

The identifying logo of the Club is PC's veritas symbol and a derby in memory of Mal Brown who was known for "a smile and a derby".

Numbering more than 8,000 alumni, the Mal Brown Club holds an annual dinner to honor five individuals who personify the rich and honorable tradition that has existed at Providence College since its founding in 1917. In addition to the Annual Awards Dinner, the Mal Brown Club sponsors alumni events and fund raising activities.



Maureen Maigret, Director of the Department of Elderly Affairs, received the Hope Award for an exemplary campaign in the 1992 SECA from Campaign Chairman John Robinson at the awards reception in March. At left is Joan D'Agostino, campaign coordinator for D.E.A.





## FROM THE OFFICE OF THE GOVERNOR

### Executive Orders

No.	Date	Subject
93-6	3-13-93	Declares state of emergency for State of Rhode Island due to winter storm.
93-7	3-13-93	Orders evacuation of low-lying areas in the State and the early release of non-essential State workers.
93-6A	3-16-93	Rescinds state of emergency declared by EO 93-6.
93-7A	3-16-93	Rescinds state of emergency declared by EO 93-7.
93-8	3-29-93	Amends EO 92-26 by extending the life of the Governor's Commission to Avoid Future Prison Overcrowding.
93-9	3-29-93	Establishes a Governor's Commission on Economic Crime in Industries Affected with a Public Interests The Commission to report by July 31, 1993.
93-10	5-20-93	Establishes the Office of Defense Economic Adjustment (ODEA), charged with coordinating the state's efforts to respond to needs arising from defense spending changes. The Office will be housed within the Department of Economic Development.

For more information or copies of Executive Orders, call the Office of the Executive Counsel, 277-2080, Ext. 258.

## STATE WORKERS RECEIVE THANKS



June 1993

### CLOTHING BANK of RHODE ISLAND

Dear State Employee,

Project Under Cover is a success. As a State Employee, you were our major contributor. Your generosity was overwhelming. I am grateful for all that you have done - your coffees, your leadership and your belief that Project Under Cover and the Clothing Bank of Rhode Island are beneficial to those in need.

After the inventory is complete and we have purchased new underclothing with the monies donated, we will allocate the underclothing, socks and diapers to the 23 distribution agencies statewide. It is through the multi-service agencies and CAPs that those 26,000 children under the age of 6 and their families are served.

The growth of the Clothing Bank of Rhode Island and Project Under Cover looks very good for the future. We "toasted our horns" that our event participants at the 300 and the Pawtucket Red Sox Game, (Socks for Sox) exceeded any previous event we have held. We have become a "household" word and are proud of it!

Your individual support has been truly an outreach throughout the state of Rhode Island. You should be proud of yourselves and your department. Thank you, one and all!

Sincerely yours,

*Linda C. Sainer*

Linda C. Sainer  
Program Director  
Clothing Bank of Rhode Island

**The Month of the Young Child  
Project Under Cover**

25 Acorn Street, Providence, Rhode Island 02903 • Telephone (401) 521-1300

## NARRAGANSETT BAY COMMISSION EMPLOYEES RECEIVE AWARDS

The staff at the Narragansett Bay Commission work hard everyday to safeguard public health and protect the quality of area rivers and Narragansett Bay. Each year, the Commission applauds these attributes at its employee awards ceremony by recognizing the dedicated efforts of its staff and honoring those individuals who have distinguished themselves in their job performance.

Former Governor J. Joseph Garrahy, Central Falls Mayor Lazieh, Kevin Brubaker of Governor Sundlun's Office, and Leo Perotta of Mayor Mancini's Office, joined Narragansett Bay Commission's Chairman Representative Vincent J. Mesolella, Executive Director Paul Pinault, and Labor Relations Coordinator Denise Mello, at this year's event.



Pictured left to right: (bottom row) Theresa Cote, Thomas P. Uva, Joseph Filippone, Jr., Richard Zannellio, Governor J. Joseph Garrahy, Donn Stoessel, Chairman Vincent J. Mesolella, Brenda Smith, Executive Director Paul Pinault and Frank Tavares. Missing from the picture is John Russell.

The Commission presented Excellence Awards to the following individuals: Brenda Smith, Personnel Technician; Thomas P. Uva, Pretreatment Program Manager; Richard Zannelli, Customer Service Research Analyst; Theresa Cote, Sanitary Engineer; John Russell, Wastewater Treatment Facility Process Monitor I; and Frank Tavares, Wastewater Treatment Facility Mechanic I... for maintaining and improving the quality of services the Bay Commission provides.

Donna Stoessel, the Commission's staff Accountant, was named Employee of the Year. Donna sets a high standard for professionals throughout the Commission and serves as a role model for all employees.

Josef Filippone, Jr., Chief of Interceptor Maintenance & Construction, was presented with the highest award bestowed by the Commission, the Chairman's Award. Joe was the just and unanimous choice for this prestigious honor. The Commission has received considerable praise from both inside and outside the Commission, for the leadership and competence he consistently displays. Joe exemplifies the qualities of a true public servant, earning a reputation for professionalism, integrity and expertise in the field of sewer system design and maintenance.

The Commission also recognized employees with perfect job attendance and punctuality, and presented five and ten year service pins, honoring the individuals for their dedicated service to the Commission and the State of Rhode Island.

The Narragansett Bay Commission takes great pride in recognizing this year's award recipients and all of its employees for another year of dedication and support.





## EMPLOYEE BENEFIT ISSUES

by Brian E. Keeler  
Chief of Employee Benefits

As you may know, all employee benefit programs were recently reviewed through the competitive bid process. Although it was not possible to effect benefit design changes due to budgeting constraints and bargaining agreements, considerable success was achieved by securing minimal rate increases, and for some plans rate decreases. This issue of **pRide** describes all such plans with the exception of health plans, which will appear in the next issue.

The bid results are as follows:

### 1. Basic term life plan:

Awarded to Canada Life. Rates for active employees (25 per \$1,000) will remain the same and are guaranteed from July 1, 1993 — June 30, 1996.

### 2. Optional term life plan:

Awarded to Canada Life. Rates, which are age-adjusted, were significantly reduced, especially for the middle age groups and up. An Open enrollment will be held later this year. Employees may apply for 1X, 2X, or 3X salary with a guaranteed issue (regardless of medical history) of up to \$50,000 during the Open Enrollment, which will be the only one offered during the contract period. This plan is for active employees only. Rates are guaranteed from July 1, 1993 — June 30, 1996 and are displayed elsewhere in this newsletter.

### 3. Pre-paid Legal Program:

Awarded to Mid-West Legal Services (incumbent). An Enrollment is planned for later this year. Rates have been reduced 14% and are guaranteed from July 1, 1993 — June 30, 1996. New rates biweekly as of 7/14/93 are: \$3.43 (Ind.), \$4.53 (Fam).

### 4. Deferred Compensation Plan (457):

Awarded to Aetna Life Insurance and Annuity Company and Variable Life And Annuity Company (VALIC). Plans have been enhanced to provide the widest possible investment choices with little or no fees. Payroll deferrals effective with the July 30, 1993 paycheck will only be authorized to either of these two companies. Employees may retain their deferred amounts in their current plan or rollover to one of the above plans. The contract period will run from July 1, 1993 — July 30, 1996.

### 5. Long Term Care Plan:

The incumbent carrier, John Hancock, did not re-bid. Therefore, the contract with the State will terminate on June 30, 1993 and payroll deductions will cease as of the July 16, 1993 paycheck. However, participants may continue after that date on a direct pay basis with the company. Since the State was unable to find an acceptable carrier through the bid process, this benefit will no longer be offered.

Overall, we are very pleased with the results of this bid process. All carriers receiving awards have been comprehensively reviewed to ensure their financial integrity.

We believe that benefits provided are the most appropriate and cost-effective available to the State within the allowable parameters of purchase.

New booklets for these plans will be available shortly through your agency Personnel Office.

## RATES GROUP LIFE AND OPTIONAL LIFE

AGE	26 PAYMENTS		20 PAYMENTS	
	GR. LIFE RATE	OPT. LIFE RATE	GR. LIFE RATE	OPT. RATE
Under 30	.25	.037	.325	.048
30-34	.25	.046	.325	.060
35-39	.25	.046	.325	.060
40-44	.25	.078	.325	.102
45-49	.25	.125	.325	.162
50-54	.25	.185	.325	.240
55-59	.25	.300	.325	.390
60-64	.25	.462	.325	.600
65	.25	.729	.325	.948
66	.25	.729	.325	.948
67	.25	.729	.325	.948
68	.25	.729	.325	.948
69	.25	.729	.325	.948
70-74	.25	1.38	.325	1.80
75-79	.25	2.30	.325	2.99
80-84	.25	3.71	.325	4.82
85-89	.25	5.27	.325	6.85
90-94	.25	7.61	.325	9.89

Rates are per \$1,000 of coverage

Effective date of coverage — June 27, 1993

Payroll effect — July 16, 1993

## "SPECIAL DAY" OF PROFESSIONAL RECOGNITION WELL RECEIVED

"Thank you for making me feel so special."

"Well planned and coordinated. A great Secretaries Week gift!"

"The entire program was well organized, enjoyable, informative . . . Thoroughly enjoyed the day."

These are but a few of the many positive comments received by the Office of Training and Development (OTD), Department of Administration, from participants in a recently sponsored conference — "A Special Day of Professional Recognition for Secretarial and Support Staff."

Held at The Holiday Inn at the Crossings, OTD's conference opened National Secretaries Week by offering participants an opportunity to enhance their professional knowledge and skills. The conference was filled to capacity with 170 secretaries and support staff from many state agencies and departments, cities and towns, and non-profit agencies.

Participants selected from a menu of workshops offered on a variety of topics including, effective time management; managing change; financial planning; assertive skills; dealing with difficult people; and, discovering your personal work style.

Workshop presenters included Christine Roessell, Certified Financial Planner; Alinda Nelson, M.Ed.; Scott Mueller, M.S.W.; and Wayne Haigh of New Directions, Inc. Alinda Nelson addressed the topic of life balancing, and Geraldine Iadevaia, State Office of Equal Opportunity, spoke on the issue of sexual harassment.

Coordinator of Employee Training Barbara Walsh, obviously pleased with the success of the conference, said, "Those who were not able to attend this year," (registration was closed at maximum capacity), "can look forward to the Second Annual Secretarial Conference next year! Our sincere thanks to Joanne Lapido, Office of Labor Relations, Ann Apuzzo, Office of Personnel Administration, Christine Karpinski, Department of Children, Youth and Families, and Phyllis Ferreira, Office of Planning, who served on our planning committee, and to all of our terrific trainers!"

# *The Choice for Deferred Compensation is Clear.*

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- Investment Flexibility • Payroll Reduction

Investment opportunities for you include:

## **Six Funds Managed By Independent Investment Advisers:**

- Scudder's International Portfolio  
(International Fund)
- Neuberger and Berman's Growth  
Portfolio (Growth Fund)
- Calvert Socially Responsible Series  
(Socially Responsible Fund)
- Franklin Government Securities  
(Government Bond Fund)
- Lexington Natural Resources Trust  
(Natural Resources Fund)
- TCI Growth  
(Capital Growth Fund)

## **Six Funds Managed By Aetna Life Insurance and Annuity Company:**

- Aetna Variable Fund  
(Growth and Income Fund)
- Aetna Investment Advisers Fund, Inc.  
(Managed Fund)
- Aetna Income Shares  
(Bond Fund)
- Aetna Variable Encore Fund\*  
(Money Market Fund)
- Aetna's Fixed Account  
(Guaranteed Interest Account)
- Aetna's Guaranteed Accumulation  
Account (Stated Term Guaranteed  
Interest)

For more complete information, including charges and expenses,  
call for Prospectuses. Read them carefully before investing.



**Aetna Life Insurance and Annuity Company**  
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(401) 456-2900

\*Not insured or guaranteed by the U.S. Government.

Aetna Life Insurance and Annuity Company, 151 Farmington Avenue, Hartford, CT 06156



## RHODE ISLAND HIGH SHERIFFS TO HOST 1994 NEWPORT CONFERENCE

The Northeast Sheriffs' Association held its 1993 Springtime Meeting at the Sheraton Hotel in Springfield, Massachusetts in May. The conference was attended by representatives from over forty Sheriff's Offices from all six New England states and New York.

Rhode Island was represented by High Sheriffs Norman J. Faria of Newport County; William Gingerella of Washington County; and Norman Defosse of Kent County.

Rhode Island High Sheriff Norman Defosse received special recognition from the Association for his work throughout the year on improving information sharing among the county sheriff's offices in New England.

The Association's morning meeting focused on ways and means of dealing with problems common to all Sheriff's Offices. An informative lecture on "The Office of the Sheriff: A Strategy on How to Uphold, Preserve and Enhance It's Integrity" was delivered by David Lanoie, Professor of Law, Anna Maria College, Paxton, Massachusetts. The lecture was followed by a lively roundtable discussion on the problem of training personnel in the face of budget cuts.

An early afternoon session led by Plymouth County Sheriff Peter Y. Flynn, President of the Massachusetts Sheriff's Association, addressed the topic of "The Public/Private Partnership." Later, a third working session was led by Hampshire County Sheriff Robert Garvey. Titled, "The Triad Program Comes to New England: Hampshire County Tackles Crimes Against the Elderly" the session explained the Triad Program as one that pools resources of police departments and Sheriff's Offices to provide information to the elderly in the community regarding protection from crime, and provides them with help in understanding civil law and process.

Rhode Island High Sheriff Norman Faria was selected to host the 1994 Sheriff's Springtime Meeting to be held in Newport.

### **pRIde**

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## RHODE ISLAND CHAPTER IPMA ELECTS NEW SLATE



Debra Jodoin

The Rhode Island Chapter of the International Personnel Management Association (IPMA), held Chapter elections recently at a dinner meeting at Victoria House. Debra Jodoin of the Office of Personnel Administration, was elected President for 1993-1994.

Debra is employed in the Personnel Administrator's Office, Department of Administration, and has been in State service for 20 years. She is a graduate of the Sawyer School of Business, and was a Partner/Senior Vice President of the Williams/Primerica Company for five years. She received numerous awards for her outstanding performance with the company, including MVP award, Partner of the Year, and National Outstanding Leader.

Debra is active in community affairs, and has served on the Executive Board of the Oaklawn Parent Teacher's Group (PTG), and was Chairperson/Executive Board member of the Boy Scouts of America Pack #42, Cranston. She is also in the ministry of music at the Immaculate Conception Church in Cranston.

In addition to President Jodoin, other officers of the R.I. Chapter IPMA include:

President elect:	Robert W. Holmes (R.I. Medical Center)
Past President:	Michelle O'Brien
Secretary:	Frank Clifford (Retired State Trooper)
Treasurer:	David Carpenter (MHRH)

Members at Large include:

Richard Mancini	Adjutant General's Office
Carol McMahon	DCYF
James A. Pitassi	OPA
Terrell E. Parker	City of Woonsocket
Richard Esposito	MHRH
Bette Brady	RIC

Ronald P. Clare, Chief of OPA's Merit Selection and Classification Section, is the liaison between IPMA's Eastern Region and the R.I. and Massachusetts Colonial Chapters. He was recently elected to the position of President Elect at the Eastern Region level.

Fred Colonies, Personnel Director at CCRI's Warwick Campus, will continue to assist the R.I. Chapter by serving on the TriState Conference Committee.

The R.I. Chapter of the International Personnel Management Association (IPMA), is a nonprofit organization whose aim is to promote current and beneficial information in the field of personnel administration. The goal is to provide continuing education and training opportunities to personnel professionals. Membership offers the opportunity to network at the local level to meet with other professionals to discuss current issues, and resolve problems that arise in the daily practice of the profession.

Membership is open to anyone interested in improved personnel management in public employment, and whose experience has enabled them to cooperate in the advancement of professionalism and knowledge in public personnel administration.

Annual dues are \$10.00. An application form may be obtained from R.I. Chapter IPMA, P.O. Box 28465, Providence, RI 02908, or from any Executive Board member.



**VALIC CHOSEN AGAIN FOR  
RHODE ISLAND DEFERRED  
COMPENSATION PLAN**



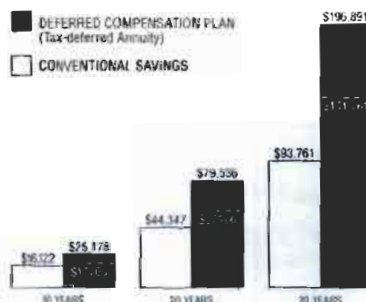
**Does your retirement plan  
work as hard as you do?**



**You** work hard. And you deserve to retire comfortably. But it won't happen unless you start planning now.

**Take** advantage of your special benefits under Section 457 of the Internal Revenue Code. With a VALIC 457 Deferred Compensation Plan, you can save for retirement while lowering your current income taxes. And, because interest on the account is tax-deferred, your retirement plan savings will grow faster than in a conventional savings account.

#### The Power of Tax-Deferred Growth



This hypothetical chart compares the results of contributing \$100 per month (\$1,200 per year) to the tax-deferred annuity because contributions are before-tax. It assumes a 28% tax rate and an 8% fixed rate of return (before charges). The deduction of charges is reflected in the chart. The dotted lines represent the amounts remaining after withdrawal and payment of taxes and any surrender charges. The information for the tax-deferred annuity was calculated for V-Plan. This chart is for illustrative purposes only and is not a guarantee of future returns.

Thousands of state government employees nationwide have trusted their retirement plans to VALIC. To learn more about VALIC Deferred Compensation Plans, just call 1-800-44-VALIC (1-800-448-2542). It's a simple step toward a comfortable retirement.

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# Retirement income: Will you have enough?

You dream of the perfect retirement, strolling along sandy beaches, traveling to exotic locations, or just kicking back — the workplace worries behind you.

A nice dream. But is it realistic?

It is estimated that you may need from 70 to 80 percent of your last full year of working salary in retirement. This may seem like a high percentage, but when you add in inflation, it will take a significant amount of money to live comfortably in your old age.

Benefits experts estimate that if you're over the age of 50, you've probably been saving faithfully for retirement. Baby boomers, on the other hand, haven't yet acquired the savings patterns of their elder counterparts; few have started preparing for retirement.

For example, a working couple age 45 earning \$80,000 today will need up to \$1.2 million to sustain their standard of living in retirement. Add annual inflation of 4.5% to that figure and retirement savings needs escalate to \$2.8 million.

There are three main areas from which to draw retirement income — Social Security, pensions, and savings.

## Social Security

Social Security should provide income during retirement. Just how much income depends on your income level. However, because there's a ceiling on Social Security benefits, as you climb higher on the career/income ladder, you must save an increasing percentage of your salary to meet your rising retirement income goals. The accompanying chart reveals that a worker earning \$30,000 a year will not need to save as much of his or her annual salary as an individual who earns \$125,000 a year. The higher wage earner will have to save at least 21% of his income and that's assuming a major portion of retirement income will be provided by his employer.

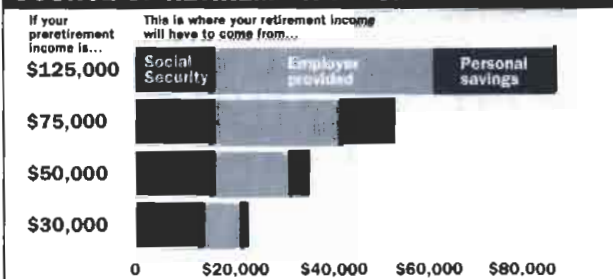
In 1993, the maximum Social Security benefit per month is \$1,128. For many retirees, this simply isn't enough. And the normal age to receive that maximum benefit will rise from 65 to 67 (possibly higher!) between the years 2003 and 2027. This is why Social Security income should be considered only one source of retirement income.

## Pension plans

The second retirement income source is employer-sponsored pension plans. These include both defined benefit and defined contribution plans.

Many employers are moving away from traditional defined benefit plans because of their complex cost control structure and defined contribution schedules. In their place are flexible defined contribution plans such as money purchase, profit/gain sharing, 457 deferred compensation, thrift/matching plans and simplified employee pension (SEP) plans. These types of plans

## SOURCE OF RETIREMENT INCOME



The elderly population will swell as the baby boom jobs into old age. If your household makes more today, you need to save more to maintain your standard of living. The calculations assume you have a typical pension and will need 70% of your preretirement income.

Source: Fortune (July 31, 1989)

provide employers with greater contribution flexibility and employees with the ability to carry the plan with them (portability) if they should change employers.

## Private savings

Income from investments and savings should amount to about 18% of retirement income. Though private investment sources are many and varied, one popular method of saving is elective salary deferrals associated with employer-sponsored pension plans such as 401(k)s and thrift/matching plans. In these plans, dollars contributed by the employee are often matched by the employer.

Employees of certain "qualified" not-for-profit groups or state and local governments may elect to contribute a portion of their retirement income dollars to a 403(b) annuity or 457 state and local government deferred compensation plan, respectively. In these, employee pre-tax contributions grow tax-deferred. Typically, these plans offer fixed-rate and variable-rate investment options.

IRAs, SAR-SEP plans, and nonqualified annuities allow participants to defer taxes on earnings.

Traditional forms of private savings include bank and S&L certificates of deposit, mutual funds, stocks and bonds. CDs offer some safety of principal, but are not currently paying competitive interest rates. Also, taxes must be paid annually on accrued CD interest. And while stocks, bonds and mutual funds offer the potential for higher returns, growth is not guaranteed and, unless well diversified, can carry considerable market risk.

If you would like a free retirement income "check up" to see where your projected benefits stack up, contact your local VALIC representative for a computer-assisted look into your retirement future. Careful planning now can help make your retirement dream a reality.

For more information about this article, related issues, or a personalized financial planning review, call a VALIC representative at 1-800-44-VALIC.



# CCRI EMPLOYEES RECEIVE AWARDS

The Community College of Rhode Island recognized 90 of its employees for their years of service to the college and to the State of Rhode Island at its annual Service Awards ceremony held May 4 at the Warwick campus.

Awards were presented to employees for 25, 20, 15 and 10 years of service. The award recipients were congratulated by college President Edward J. Liston and by Vice Presidents Raymond Ferland, Robert Henderson and Robert Silvestre. Fred Colonies, CCRI Director of Personnel, was Master of Ceremonies.

Three college staff members were also honored with Employee Recognition Awards: Linda Duhaime, CCRI's Office of Personnel Services; Antonio Dias of the Flanagan Campus Physical Plant; and Barbara Ise of the Providence Campus. The award winners were chosen for their commitment to the Community College of Rhode Island and their willingness to assist students, faculty and staff, beyond what is required by their job.

The Employee Recognition Program is sponsored by the CCRI Foundation, and accepts nominations of dedicated employees submitted by their colleagues. The winners were chosen by a selection committee and received an award of \$50. and a framed certificate.

The following CCRI employees were honored for their years of service to CCRI and to the State of Rhode Island.



CCRI Director of Personnel Alfred Colonies presents Linda Duhaime with an employee recognition award for outstanding commitment to the College at an annual awards ceremony.

## Classified

### 25 years

Ronald P. Cournoyer, Physical Plant

### 20 years

Bernadette G. Jean, Admissions and Records

Amelia M. LaChance, Bookstore

Jeanne G. McDermott, Computer Resources

Donald L. Richardson, Physical Plant

Donald St. Germain, Physical Plant

Eleanor J. Thomas, Academic Affairs

### 15 years

William C. Carey, Physical Plant

Margaret A. Cleverly, Minority Resources and Retention

Gerald P. Cullinan, Security & Safety

Camille J. Gieck, Learning Resources Center

Linda A. Lamanna, Student Affairs

Terence R. Logan, Print Shop

Mary Lou Patton, Social Sciences

Stanley J. Szumila, Security & Safety

Thomas R. Viti, Security & Safety

Lorraine A. Warwick, Learning Resources Center

### 10 years

Shaileen J. Allen, Dental Health

Peter J. Branca, Security & Safety

Donna M. Brennan, Controller's Office

Daniel F. Farrell, Physical Plant

Brenda M. Gates, Public Relations and Publications

Maureen Singleton, Physical Plant

David Tully, Security & Safety

Jean A. Turner, Academic Affairs

## Non-Classified

### 25 years

D. Richard Allen, Computer Studies

Millie A. Blessing, Advising and Counseling

Charles C. D'Arezzo, Learning Resources Center

Michael J. Flynn, Mathematics

Gerald D. Fontaine, Psychology

Rose M. Galek, Nursing

Bimal K. Guha Mozumder, Biology

Marlene H. Loebig, Nursing

Marianna Pacitto, Academic Affairs

Virginia A. Palombo, Nursing

Donald Paquet, Computer Studies

Louis Rabinowitz, Physics

Gerald S. Richard, English

William J. Russell, Engineering

Janet W. Sullivan, English

### 20 years

Claudia Jean Bailey, Learning Resources Center

Donald B. Baker, Bookstore

Loren W. Cheney, Psychology

Carol A. Craig, Academic Affairs

Jill H. DeGregorio, Nursing

Cheryl M. Donovan, Nursing

Donald F. Gray, Art

M. Sue Higgins, Computer Studies

John J. Horodysky, Controller's Office

Stephen Kadelski, Security & Safety

James A. Knowles, Industrial Technology

Karl S. Kreuter, Computer Resources Center

Jean L. Lovett, Student Affairs

M. Jeanne Mason, Nursing and Fire Science

Carlo Mencucci, Telecommunications

Sylvia A. Mercier, Learning Resources Center

Mary E. Mycroft, Nursing

Betsy J. Nield, Nursing

Gerald P. Sadler, Learning Resources

Center Grayce A. Sanger, Nursing

Frank J. St. Pierre, Learning

Resources Center Margaret Young, Nursing

### 15 years

Anthony D. Basilico, Computer Studies

Roland H. Charpentier, Off-Campus

Programs

Robert B. DeLuca, Industrial Technology

Maureen M. Esposito, Chemistry

Don Juikowitz, Chemistry

George T. Koutsogianne, Computer

Resources

Center Betty J. McCool, Learning Resources Center

William J. Mercer, Physical Plant

Anne L. O'Neill, Bookstore

John Pashkovsky, Computer Resources Center

John Ribezzo, Business

Carol A. Rowey, Business

Mary K. Smith, Bookstore

Sheri L. Stevens, Personnel

Funice A. Stoskopf, Human Services

Parsram S. Thakur, Psychology

Claire J. Thurston, Personnel

Eleanor D. Vanable, Dental Health

Rebecca H. Yount, Student Affairs

### 10 years

Barbara M. Colavecchio, English

Christine E. DeNero, Nursing

Henry A. Gill, Bookstore

Glenna M. Giordano, Nursing

Linda M. Richard, Learning Resources Center

Kathleen M. Shay, Nursing